

MOTION BY SUPERVISORS YVONNE B. BURKE AND

SUPERVISOR MICHAEL D. ANTONOVICH

June 26, 2006

The criminalists and forensic identification specialists working in the Los Angeles County Sheriff's Department and the Coroner's Office provide specialized services in an ever increasing technical and scientific field. The work product of these dedicated individuals often result in the solving of brutal and violent crimes such as murder and rape as they collect, analyze, and test evidence gathered at these crime scenes. Because these criminalists and forensic specialists receive targeted, on-the-job training once they are hired by their respective departments, it can take up to three years for an individual to become fully trained.

Unfortunately, because of the disparity in the salaries paid by the County and other non-County agencies, which can range from a disparity amount of 3% to 40%, once these employees are fully trained, they are actively recruited and made offers from these other forensic and law enforcement agencies offering these higher salaries. As a result, the retention rate in the Sheriff's Department and Coroner's Office are dismal. Not only are we losing experienced and talented employees, but the time and expense invested in the training of these employees are lost.

-M-O-R-E-

MOTION

MOLINA	_____
BURKE	_____
YAROSLAVSKY	_____
KNABE	_____
ANTONOVICH	_____

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This retention issue becomes even more critical as the County and City of Los Angeles prepare to occupy the joint crime lab being constructed on the campus of California State University at Los Angeles.

Therefore, I move that the Board of Supervisors direct the Chief Administrative Officer (CAO) and the Director of the Department of Human Resources (DHR) to work in concert with the Sheriff's Department to conduct a comprehensive examination and evaluation of the disparity in salary and employee benefits between county criminalists / forensic specialists and their respective counterparts at non-county law enforcement agencies;

I FURTHER MOVE THAT this Board direct the Chief Administrative Officer and the Director of the Department of Human Resources to jointly report back their findings and any recommendations to this Board within 45 days. Their report should include but not be limited to detailed analysis of any discrepancy in salary and employee benefits for criminalists and forensic specialists; a cost benefit analysis of any classification or salary modifications; and the identification of funds needed to achieve any recommendations.

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YBB:GP:nra (Criminalists Forensic Specialists Budget Deliberations 062606)